

+ OFFICER EVALUATION REPORT						FOR OFFICIAL USE ONLY (FOUO) SEE PRIVACY ACT STATEMENT IN AR 623-3 +	
For use of this form, see AR 623-3; the proponent agency is DCS, G-1.							
<b>PART I - ADMINISTRATIVE DATA</b>							
a. NAME (Last, First, Middle Initial)			b. SSN	c. RANK	d. DATE OF RANK (YYYYMMDD)	e. BRANCH	f. SPECIALTIES / PWOS (WO)
HASAN, NIDAL M.			[REDACTED]	MAJ	20090517	MC	60W
g. 1. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND				g. 2. STATUS CODE		h. REASON FOR SUBMISSION	
CRDAMC, FORT HOOD, TX 76544-4752				MC		06 Depart TDY/TCS/SD	
i. PERIOD COVERED		j. RATED MONTHS	k. NONRATED CODES	l. NO OF ENCL	m. RATED OFFICER'S APO EMAIL ADDRESS (.gov or mil)	n. UIC	o. CMD CODE
FROM (YYYYMMDD) THRU (YYYYMMDD)							
20090701 20091101		4		0	nidal.hasan@amedd.army.mil	W2M5AA	MM FS16
<b>PART II - AUTHENTICATION</b> (Rated officer's signature verifies officer has seen completed OER Parts I-VII and the admin data is correct)							
a. NAME OF RATER (Last, First, MI)		SSN	RANK	POSITION	SIGNATURE	DATE (YYYYMMDD)	
PHILLIPS, BEN K		[REDACTED]	LTC	Chief, Behavioral Health	PHILLIPS, BEN KIRK 11841 8266	20091102	
b. NAME OF INTERMEDIATE RATER (Last, First, MI)		SSN	RANK	POSITION	SIGNATURE	DATE (YYYYMMDD)	
KESLING, KIMBERLY L.		[REDACTED]	COL	DCCS	KESLING, KIMBERLY LYNNE 1152972	20091103	
c. NAME OF SENIOR RATER (Last, First, MI)			SSN	RANK	POSITION	SIGNATURE	DATE (YYYYMMDD)
SENIOR RATER'S ORGANIZATION			BRANCH	SENIOR RATER TELEPHONE NUMBER		E-MAIL ADDRESS (.gov or mil)	
CRDAMC			MC	[REDACTED]		[REDACTED]	
FORT HOOD, TX 76544-4752			d. This is a referred report, do you wish to make comments?		e. SIGNATURE OF RATED OFFICER		
			<input type="checkbox"/> Yes, comments are attached <input type="checkbox"/> No		DATE (YYYYMMDD)		
<b>PART III - DUTY DESCRIPTION</b>							
a. PRINCIPAL DUTY TITLE Staff Psychiatrist				b. POSITION AOC/BR 60W00/MC			
c. SIGNIFICANT DUTIES AND RESPONSIBILITIES. REFER TO PART IVa, DA FORM 67-9-1.							
Serve as Staff Psychiatrist, Behavioral Health Division, Carl R. Darnall Army Medical Center, Fort Hood, Texas, with the mission of providing behavioral health care services for the Army's largest power projection platform including an Active Duty population of more 52,000 and a beneficiary population of more than 140,000. As staff Psychiatrist, work in hospital and Administrative Psychiatry, Substance Abuse Services, Inpatient Psychiatry and Psychiatric Consultant Service.							
<b>PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM</b> (Rater)							
<b>CHARACTER</b> Disposition of the leader: combination of values, attributes, and skills affecting leader actions							
a. ARMY VALUES (Comments mandatory for all "NO" entries. Use PART Vb.)							
1. HONOR: Adherence to the Army's publicly declared code of values				5. RESPECT: Promotes dignity, consideration, fairness, & EO			
2. INTEGRITY: Possesses high personal moral standards; honest in word and deed				6. SELFLESS-SERVICE: Places Army priorities before self			
3. COURAGE: Manifests physical and moral bravery				7. DUTY: Fulfills professional, legal, and moral obligations			
4. LOYALTY: Bears true faith and allegiance to the U.S. Constitution, the Army, the unit, and the soldier							
b. LEADER ATTRIBUTES / SKILLS / ACTIONS: First, mark "YES" or "NO" for each block. Second, choose a total of six that best describe the rated officer. Select one from ATTRIBUTES, two from SKILLS (Competence), and three from ACTIONS (LEADERSHIP). Place an "X" in the appropriate numbered box with optional comments in PART Vb. Comments are mandatory in Part Vb for all "No" entries.							
b.1 ATTRIBUTES (Select 1)		1. MENTAL Possesses desire, will, initiative, and discipline		2. PHYSICAL Maintains appropriate level of physical fitness and military bearing		3. EMOTIONAL Displays self-control, calm under pressure	
b.2 SKILLS (Competence) (Select 2)		1. CONCEPTUAL Demonstrates sound judgment, critical/creative thinking, moral reasoning		2. INTERPERSONAL Shows skill with people: coaching, teaching, counseling, motivating and empowering		3. TECHNICAL Possesses the necessary expertise to accomplish all tasks and functions	
b.3 ACTIONS (LEADERSHIP) (Select 3) Major activities leaders perform: influencing, operating, and improving		1. COMMUNICATING Displays good oral, written, and listening skills for individuals / groups		2. DECISION-MAKING Employs sound judgment, logical reasoning and uses resources wisely		3. MOTIVATING Inspires, motivates, and guides others toward mission accomplishment	
INFLUENCING Method of reaching goals while operating / improving		4. PLANNING Develops detailed, executable plans that are feasible, acceptable, and suitable		5. EXECUTING Shows tactical proficiency, meets mission standards, and takes care of people/resources		6. ASSESSING Uses after-action and evaluation tools to facilitate consistent improvement	
OPERATING Short-term mission accomplishment		7. DEVELOPING Invests adequate time and effort to develop individual subordinates as leaders		8. BUILDING Spends time and resources improving teams, groups and units; fosters ethical climate		9. LEARNING Seeks self-improvement and organizational growth; envisioning, adapting and leading change	
IMPROVING Long-term improvement in the Army its people and organizations							
c. APFT: PASS DATE: 20091028 HEIGHT: 67 WEIGHT: 184 YES							
d. OFFICER DEVELOPMENT - MANDATORY YES OR NO ENTRY FOR RATERS OF CPTs, LTs, CW2s, AND WO1s.							
WERE DEVELOPMENTAL TASKS RECORDED ON DA FORM 67-9-1a AND QUARTERLY FOLLOW-UP COUNSELINGS CONDUCTED?							
YES NO							

NAME HASAN, NIDAL M.

SSN [REDACTED]

PERIOD COVERED 20090701 - 20091101

## PART V - PERFORMANCE AND POTENTIAL EVALUATION (Rater)

a. EVALUATE THE RATED OFFICER'S PERFORMANCE DURING THE RATING PERIOD AND HIS/HER POTENTIAL FOR PROMOTION

OUTSTANDING PERFORMANCE,  
MUST PROMOTESATISFACTORY PERFORMANCE,  
PROMOTEUNSATISFACTORY PERFORMANCE,  
DO NOT PROMOTEOTHER  
(Explain)

b. COMMENT ON SPECIFIC ASPECTS OF THE PERFORMANCE, REFER TO PART III, DA FORM 67-9 AND PART IVa, b, AND PART Vb, DA FORM 67-9-1.

MAJ Hasan performed all duties as a staff psychiatrist at Carl R. Darnall Army Medical Center in a superb manner. In the four months since his arrival, MAJ Hasan's strong work ethic, professionalism, sound judgment and willingness to take on various responsibilities and tasks have been critical in the overall delivery of behavioral health care at the largest behavioral health department in the U.S. Army. His hard work in the evaluation and completion of psychiatric narrative summaries as part of the medical evaluation board process was essential in helping eliminate excessive wait times that Soldier's were experiencing as pertained to the Medical Evaluation Board process. He identified deficiencies in the coding of workload as relates to the psychiatric evaluations provided as part of the narrative summaries, with the result of doubling the workload credit and providing a more accurate representation of required psychiatric assets. MAJ Hasan repeatedly demonstrated his willingness to be a team player by taking on significant additional duties including clinical consultation to the Department of Substance Abuse Services and filling in as Chief of Consult Liaison Services and Chief of Inpatient Psychiatry when needed.

c. COMMENT ON POTENTIAL FOR PROMOTION.

MAJ Hasan is an outstanding physician who has the potential to excel within the AMEDD. He should be selected for positions of increasing responsibility. Promote now.

d. IDENTIFY ANY UNIQUE PROFESSIONAL SKILLS OR AREAS OF EXPERTISE OF VALUE TO THE ARMY THAT THIS OFFICER POSSESSES. FOR ARMY COMPETITIVE CATEGORY CPT ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

## PART VI - INTERMEDIATE RATER

## PART VII - SENIOR RATER

a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL TO THE NEXT HIGHER GRADE



BEST QUALIFIED

FULLY  
QUALIFIED

DO NOT PROMOTE



OTHER (Explain below)

I currently senior rate

59

officer(s) in this grade

A completed DA Form 67-9-1 was received with this report and considered in my evaluation and review



YES



NO (Explain in c)

b. POTENTIAL COMPARED WITH OFFICERS  
SENIOR RATED IN SAME GRADE (OVERPRINTED  
BY DA)HQDA COMPARISON OF THE SENIOR  
RATER'S PROFILE AND BOX CHECK AT  
THE TIME THIS REPORT PROCESSED

CENTER OF MASS

RO: MAJ HASAN NIDAL M

SR: COL KESLING KIMBERLY L

DATE: 2009 11 04

TOTAL RATINGS: 73

RATINGS THIS OFFICER: 1

c. COMMENT ON PERFORMANCE/POTENTIAL

MAJ Hasan has been a significant addition to the psychiatric staff. He has taken on the mission of MEB and additional patient care. He has enthusiastically jumped into his role as provider and administrative physician. He is learning his new administrative duties and will be a significant contributor in the future. He has unlimited potential for advancement and leadership and should be groomed for those roles. Promote now and select for Intermediate Level Education in residence. Soldier is unavailable for signature.

d. LIST THREE FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED.

FOR ARMY COMPETITIVE CATEGORY CPT, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

Chief, Inpatient Psychiatry Service; Chief, Psychiatry Service, MEDDAC,  
Commander, Combat Stress Team